

データ集 Data Collection

対象期間は、注釈がない場合は、2018年、2019年、2020年、および2021年3月31日に終了した連結会計年度または各年3月31日現在です。注釈がない場合の対象範囲は、日本電気(株)です。チェックマーク☑のついたデータは、第三者保証を受けた数値です。
 ※女性管理職数・比率、従業員平均年齢・勤続年数、育児・介護休職取得者数は、日本電気(株)における、執行役員、嘱託など、顧問など、出向受入者を除きます。
 The applicable periods are the consolidated accounting periods (ending each March 31 of 2018, 2019, 2020, and 2021) and the applicable dates are as of March 31 of each year. Unannotated items are non-consolidated. The data marked with a check (☑) has been verified by a third party.
 Note: The following figures for female managers, average age of employees, average length of employment, and number of people utilizing childcare leave and nursing care leave do not include corporate officers, advisors, and non-permanent employees of NEC Corporation.

ガバナンス Governance

コーポレート・ガバナンス Corporate Governance		2018年 2018	2019年 2019	2020年 2020	2021年 2021
取締役数 Number of directors	合計 Total	11	11	11	12
	男性 Male	10	10	10	10
	女性 Female	1	1	1	2
社外取締役数(比率) Number of outside directors (ratio)	5 (45.5%)	5 (45.5%)	5 (45.5%)	6 (50.0%)	
外国籍取締役数(比率) Number of directors with non-Japanese citizenship (ratio)	0	0	0	1 (8.3%)	
執行役員数 Number of corporate officers	合計 Total	—	—	44	45
	男性 Male	—	—	44	45
	女性 Female	—	—	0	0

※ 各年6月30日現在
As of June 30 of each year

🔧 コーポレート・ガバナンス Corporate Governance

リスク・コンプライアンス Risk / Compliance		2017年度 FY2018	2018年度 FY2019	2019年度 FY2020	2020年度 FY2021
コンプライアンスに関するWeb研修修了率(%) Web-based compliance training completion rate (%)	日本電気 Non-consolidated	98.3	98.4	98.8	99.0
	国内連結子会社 Consolidated Group in Japan	98.0	98.6	98.9	98.5
コンプライアンス・ホットライン相談件数 Compliance hotline: Number of consultations		118	121	90	76
個人情報保護研修修了率(%) Personal information protection training completion rate (%)		100.0	100.0	98.0	98.0

🔧 コンプライアンスとリスク・マネジメント Compliance and Risk Management

サプライチェーン・マネジメント Supply Chain Management		2017年度 FY2018	2018年度 FY2019	2019年度 FY2020	2020年度 FY2021
情報セキュリティ点検実施社数*1 Number of companies with information security assessments*1	国内 Japan	54	46	47	44
	海外 Abroad	34	31	31	46
NECが実施したSupplier Visit Record (SVR) 実施件数 Number of Supplier Visit Records (SVRs) conducted by NEC		—	77	104	55
NECが実施したサステナビリティ・情報セキュリティ施策説明会への調達取引先の出席社数(人数) Number of companies at the sustainability and information security measures briefing conducted by NEC (participants)		1,361 (1,813)	1,320 (1,758)	1,343 (1,804)	1,436 (1,436)
NECが実施した調達取引先の情報セキュリティ対策の点検社数*1 Number of business partner companies subject to inspection and review of information security measures by NEC*1	訪問点検 On-site assessment	54	37	28	38
	書類点検 Web-based self-assessment	1,467	1,423	1,465	1,456

*1 国内・海外NECグループを含む
Japanese and non-Japan-based Group companies

👤 情報セキュリティとサイバーセキュリティ Information Security

👤 個人情報保護、プライバシー Personal Information Protection and Privacy

🔧 サプライチェーン・マネジメント Supply Chain Management

社会 Social

人権尊重 Respecting Human Rights		2017年度 FY2018	2018年度 FY2019	2019年度 FY2020	2020年度 FY2021
人権啓発研修修了者数 Number of people who have completed a human rights awareness training session	Web研修 Web-based training	8,026	20,936	21,150	20,592
	集合研修 Group study	586	441	537	614*2
人権ホットライン相談窓口相談件数 Human rights hotline: Number of consultations		49	48	42	23

*2 2020年度はオンラインで実施
Training in 2020 was held online.

🌐 人権の尊重 Respecting Human Rights

従業員構成 Employee Composition		2017年度 FY2018	2018年度 FY2019	2019年度 FY2020	2020年度 FY2021
連結地域別従業員数(比率) Consolidated number of employees by region (ratio)	合計 Total	109,390 (100.0%)	110,595 (100.0%)	112,638 (100.0%)	114,714 (100.0%)
	日本 Japan	79,642 (72.8%)	76,799 (69.4%)	76,180 (67.6%)	75,923 (66.2%)
	アジア太平洋地域 Asia Pacific	10,985 (10.0%)	11,772 (10.6%)	14,114 (12.5%)	13,904 (12.1%)
	中国・東アジア China/East Asia	4,739 (4.3%)	4,614 (4.2%)	4,782 (4.2%)	4,706 (4.1%)
	欧州・中東・アフリカ EMEA	6,636 (6.1%)	9,797 (8.9%)	10,505 (9.3%)	12,415 (10.8%)
	北米 North America	2,710 (2.5%)	2,769 (2.5%)	2,734 (2.4%)	2,348 (2.0%)
	中南米 Latin America	4,678 (4.3%)	4,844 (4.4%)	4,323 (3.8%)	5,418 (4.7%)

ダイバーシティ Diversity		2017年度 FY2018	2018年度 FY2019	2019年度 FY2020	2020年度 FY2021
男女別従業員数(比率) Number of employees by gender (ratio) (臨時従業員は除く) (Excluding temporary employees)	合計 Total	21,010	20,252	20,125	20,589*3
	男性 Male	17,390	16,643	16,381	16,551
	女性 Female	3,620 (17.2%)	3,609 (17.8%)	3,744 (18.6%)	4,038 (19.6%)
外国籍従業員数 Number of employees with non-Japanese citizenship		267	268	290	251
STEM関連部門の女性比率(全STEM関連部門の人数に対する割合) Ratio of female employees in STEM-related positions		—	—	—	12.3%
連結男女別従業員数(比率) Consolidated number of employees by gender (ratio) (臨時従業員は除く) (Excluding temporary employees)	合計 Total	—	110,595	112,638	114,714
	男性 Male	—	83,895	84,533	84,592
	女性 Female	—	26,700 (24.1%)	28,105 (25.0%)	30,122 (26.3%)

*3 従業員には、取締役および執行役員数を含まない
Corporate officers have not been included in the number of employees.

管理職 Managers		2018年 2018	2019年 2019	2020年 2020	2021年 2021
管理職数(比率) Number of managers (ratio) (各年4月1日現在) (As of April 1 of each fiscal year)	合計 Total	6,467	6,099	6,138	7,534
	男性 Male	6,095	5,740	5,743	6,992
	女性 Female	⊙372 ⊙(5.8%)	⊙359 ⊙(5.9%)	⊙395 ⊙(6.4%)	⊙542 ⊙(7.2%)
部長級以上の女性人数(比率) (全部長級以上の人数に対する割合) Number of female department heads or higher (Ratio to total personnel in department, heads or higher positions) (各年4月1日現在) (As of April 1 of each fiscal year)		95 (4.3%)	102 (4.8%)	116 (5.4%)	140 (5.5%)
課長級の女性比率(課長級の人数に対する割合) Ratio of female managers in first level of management (各年4月1日現在) (As of April 1 of each fiscal year)		—	—	—	8.3%
連結女性管理職数(比率)*4 Consolidated number and ratio of female managers*4 (各年3月31日現在) (As of March 31 of each year)		—	2,121 (7.8%)	⊙2,105 ⊙(7.8%)	⊙2,435 ⊙(9.2%)

*4 日本航空電子工業(株)のグループ会社は除く
Excluding Group companies of Japan Aviation Electronics Industry, Limited

雇用形態別従業員数 Number of Employees by Employment Type		2017年度 FY2018	2018年度 FY2019	2019年度 FY2020	2020年度 FY2021
雇用形態別従業員数 Number of employees by employment type	正規 Regular	21,010	20,252	20,125	20,589*3
	非正規 Temporary	42	50	46	45
連結雇用形態別従業員数 Consolidated number of employees by employment type	正規 Regular	—	—	112,638	114,714
	非正規 Temporary	—	—	8,703	7,350

採用 Hiring		2017年度 FY2018	2018年度 FY2019	2019年度 FY2020	2020年度 FY2021
採用数(比率) Number of new employees (ratio) (中途含む) (Including mid-career hires)	合計 Total	505	449	703	1,012
	男性 Male	364	317	515	721
	女性 Female	141 (27.9%)	132 (29.4%)	188 (26.7%)	291 (28.8%)
外国籍新卒採用人数 Number of new employees who are new graduates with non-Japanese citizenship		37	31	17	11

障がい者雇用 Hiring of People with Disabilities		2018年 2018	2019年 2019	2020年 2020	2021年 2021
単独障がい者雇用数(比率) Non-consolidated number of employees with disabilities (ratio)	日本電気(株)、NECフレンドリースタッフ(株)、NECマネジメントパートナー(株)、NEC Corporation, NEC Friendly Staff, Ltd., NEC Management Partner, Ltd.	— ◎ 2.22%	372 ◎ 2.33%	383 ◎ 2.38%	387 2.37%
連結障がい者雇用率(%) Consolidated ratio of employees with disabilities	国内連結子会社 Consolidated Group in Japan	2.14%	◎ 1.99%*5	◎ 2.18%*6	2.27%*6

※ 各年6月1日現在。障害者雇用促進法に基づく

Based on figures collected as of June 1 of each year under the Act for Promotion of Employment of Persons with Disabilities

*5 国内100%子会社で、障害者雇用促進法に基づく関係会社適用を除く12社

At 12 wholly owned subsidiaries in Japan, excluding application to affiliates under the Act for Promotion of Employment of Persons with Disabilities

*6 国内100%子会社で、障害者雇用促進法に基づく関係会社適用を除く13社

At 13 wholly owned subsidiaries in Japan, excluding application to affiliates under the Act for Promotion of Employment of Persons with Disabilities

従業員データ Employee Data		2018年 2018	2019年 2019	2020年 2020	2021年 2021
従業員平均年齢(歳) Average age of employees (Years old)	全体 Total	◎ 43.4	◎ 43.4	◎ 43.7	◎ 43.7
	男性 Male	◎ 43.8	◎ 43.9	◎ 44.2	◎ 44.2
	女性 Female	◎ 41.5	◎ 41.5	◎ 41.8	◎ 41.5
年齢層別従業員数 Number of employees by age group	合計 Total	21,010	20,252	20,125	20,589*3
	18-30歳未満 Between 18-30	2,057	2,146	2,202	2,527
	30-50歳未満 Between 30-50	11,708	10,654	9,847	9,473
	50歳以上 Above 50	7,245	7,452	8,076	8,589
従業員平均勤続年数(年) Average length of employment (Years)	合計 Total	◎ 19.0	◎ 19.0	◎ 19.2	◎ 18.9
	男性 Male	◎ 19.2	◎ 19.2	◎ 19.4	◎ 19.2
	女性 Female	◎ 18.3	◎ 18.1	◎ 18.3	◎ 17.8

勤続状況 Length of Employment		2017年度 FY2018	2018年度 FY2019	2019年度 FY2020	2020年度 FY2021
定着状況(%)*7 New graduate hire retention (%)	全体 Total	—	—	89.1%	90.7%
(学歴に関係なく、新卒入社全員) All new graduate hires, regardless of academic history	男性 Male	—	—	88.0%	90.6%
	女性 Female	—	—	91.7%	91.2%
離職率(%) Turnover rate (%)		3.5%	6.0%	3.5%	2.5%

*7 2020年度の数値は、2018年4月1日新卒入社者の3年後(2021年4月1日)の在籍割合

2019年度の数値も同様に算出

The fiscal 2021 figures are the percentages of the new graduates hired on April 1, 2018, who were still employed by the Company three years later (April 1, 2021). The fiscal 2020 figures have been calculated in a similar manner.

👥 インクルージョン&ダイバーシティ Inclusion and Diversity

👥 多様な働き方への環境づくり Creating a Diverse Workstyle Environment

ワーク・ライフ・バランス Healthy Work-life Balance		2017年度 FY2018	2018年度 FY2019	2019年度 FY2020	2020年度 FY2021
有給付与日数 ※全従業員平均、繰り越し分除く Number of days of annual paid leave (Average for all employees, excluding carryover)		21.5	21.5	21.5	21.5
年次有給休暇取得率(%) Ratio of taking paid leave (%)		69.3%	67.5%	67.6%	55.8%
育児休職取得者数 Number of people utilizing childcare leave	合計 Total	◎ 358	◎ 381	◎ 354	◎ 374
	男性 Male	25	33	40	67
	女性 Female	333	348	314	307
育児休職復帰率*8(%) Ratio of people returning to work after childcare leave*8 (%)		94.7%	97.3%	97.5%	98.5%
育児短時間勤務者数 Number of people working shorter hours due to childcare	合計 Total	882	845	781	765
	男性 Male	17	21	14	5
	女性 Female	865	824	767	760
介護休職取得者数 Number of people utilizing nursing care leave		◎ 32	◎ 24	◎ 15	◎ 12
介護短時間勤務者数 Number of people working shorter hours due to nursing care		25	23	26	20
従業員月平均残業時間(時間) Average monthly overtime (Hours)		16.3	16.2	19.0	19.9

*8 前々年度に育児休職を開始した従業員が復帰した割合

Ratio of employees who have returned to work after starting childcare leave in the fiscal year before the previous fiscal year

👥 インクルージョン&ダイバーシティ Inclusion and Diversity

👥 多様な働き方への環境づくり Creating a Diverse Workstyle Environment

給与 Salary	2017年度 FY2018	2018年度 FY2019	2019年度 FY2020	2020年度 FY2021
平均年間給与(百万円) Average annual salary (Million yen)	7.89	7.99	8.15	8.29

人材育成 Human Resource Development		2017年度 FY2018	2018年度 FY2019	2019年度 FY2020	2020年度 FY2021
従業員一人当たり研修日数(日) Number of training days per employee (Days)	日本電気(株) Non-consolidated	5.7	5.7	5.8	5.1
	日本電気(株)+国内連結子会社 NEC Corporation and consolidated subsidiaries in Japan	4.9	4.9	5.0	4.8
正社員一人当たり研修費用(円) Training cost per full-time employee (Yen)	日本電気(株) Non-consolidated	—	125,844	133,712	107,825
	日本電気(株)+国内連結子会社 NEC Corporation and consolidated subsidiaries in Japan	—	81,662	89,564	73,759
	連結(NECグループ全体) NEC Group	—	57,299	62,564	50,839

従業員エンゲージメント Employee Engagement		2017年度 FY2018	2018年度 FY2019	2019年度 FY2020	2020年度 FY2021
従業員エンゲージメント指数(%) Employee engagement index (%)	連結(NECグループ全体) NEC Group	—	14%* ⁹	20%	25%
従業員サーベイ回答率(%) Response rate of employee survey (%)	日本電気(株)+国内連結子会社 NEC Corporation and consolidated subsidiaries in Japan	81%	84%* ¹⁰	87%* ¹²	86%* ¹⁴
	海外連結子会社 Consolidated subsidiaries abroad	—	72%* ¹¹	75%* ¹³	80%* ¹⁵
会社が社会価値を創造する方向に変革していると実感している従業員の割合(%) Ratio of employees who feel that the Company's direction has changed toward creating social value (%)		—	23%	25%	29%

*⁹ 2018年度は国内連結 The figure for fiscal 2019 is the consolidated figure for Japan.

*¹⁰ 対象:23社 Scope: 23 companies

*¹¹ 対象:48社 Scope: 48 companies

*¹² 対象:21社 Scope: 21 companies

*¹³ 対象:43社 Scope: 43 companies

*¹⁴ 対象:21社 Scope: 21 companies

*¹⁵ 対象:52社 Scope: 52 companies

人材開発・育成 Human Resources Development and Training

イノベーション・マネジメント Innovation Management		2017年度 FY2018	2018年度 FY2019	2019年度 FY2020	2020年度 FY2021
研究開発費用(十億円) R&D expenses (Billion yen)	連結(NECグループ全体) NEC Group	108.1	108.1	109.8	114.6
特許件数 Number of patents	連結(NECグループ全体) NEC Group	約 Approx. 51,000	約 Approx. 49,000	約 Approx. 47,000	約 Approx. 46,000

イノベーション・マネジメント Innovation Management

安全・健康 Health and Safety			2017年 2017	2018年 2018	2019年 2019	2020年 2020
労働災害* ¹⁶ Labour accidents and disasters	度数率 Frequency rate	日本電気(株) Non-consolidated	◎0.3717* ¹⁶	◎0.1904* ¹⁶	◎0.2600* ¹⁶	◎0.0300
		国内連結子会社 Consolidated subsidiaries in Japan	—	0.0800	0.0800	0.0600
	強度率 Severity rate	日本電気(株) Non-consolidated	◎0.0019* ¹⁶	◎0.0071* ¹⁶	◎0.0037* ¹⁶	◎0.0000
		国内連結子会社 Consolidated subsidiaries in Japan	—	0.0000	0.0100	0.0000

*¹⁶ 2017年、2018年、2019年の日本電気(株)の数値は、各年4月1日から始まる会計年度で算出

The figures in 2017, 2018, and 2019 of non-consolidated are those of each fiscal year started from April.

安全と健康 Health and Safety

社会貢献活動 Social Contribution Activities		2017年度 FY2018	2018年度 FY2019	2019年度 FY2020	2020年度 FY2021
連結社会貢献支出額(百万円) Consolidated expenditure of social contribution (Million yen)	合計 Total	523	613	493	336
	金銭支出(政治寄付含む) Cash contributions including political donations	472	588	467	320
	施設開放・現物寄贈 Use of Company premises/ Contributions of products and equipment	28	13	10	10
	工数他 Volunteer hours and others	23	12	16	5
政治寄付* ¹⁷ (百万円) Political donations* ¹⁷ (Million yen)		15	15	15	15

*¹⁷ 関連法規遵守と透明性の確保のみならず、その必要性や妥当性を十分に考慮したうえで、政治団体への寄付を行っています。

The donations are made to political organizations, giving due consideration to necessity and appropriateness, as well as complying with relevant laws and ensuring transparency.

地域社会との連携 Cooperation with Local Communities

環境 Environment

エネルギー・温室効果ガス排出量 Energy and Greenhouse Gas Emissions	2017年度 FY2018	2018年度 FY2019	2019年度 FY2020	2020年度 FY2021	留意点および算出方法詳細 Notes and Calculation Method
ITソリューション提供によるCO ₂ 排出削減貢献量(単年)(千t) CO ₂ emissions reduction by providing IT solutions (Thousand tons)	4,220	5,300	4,750	4,248	業態毎の排出係数にNECの売上を積した後、全体の値にするため削減する。 なお、業態ごとの排出係数は毎年の製品動向を反映している。 After multiplying the emission factor for each business type by NEC's sales, add up to obtain the total value. The emission factor for each business type reflects annual product trends.
製品のエネルギー効率改善(%) Improvement in energy efficiency of products (%)	35	74	71	65	基準年度の製品の消費電力量と当該年度の消費電力量を性能比で比較。 基準年度の消費電力量(性能値)と当該年度の消費電力量(性能値)の差を基準年度の消費電力量(性能値)で除した。 Compare the power consumption of the product in the base year and the power consumption in the designated year in terms of performance ratio. The difference between the power consumption (performance value) of the base year and the designated year was reduced by the power consumption (performance value) of the base year.
温室効果ガス排出量(千t) 合計 Greenhouse gas emissions (Thousand tons) Total	8,171	8,129	7,483	6,485	<ul style="list-style-type: none"> ・エネルギー使用量:省エネ法(エネルギーの使用の合理化等に関する法律)に基づき算出。 ・温室効果ガス排出量:温対法(地球温暖化対策の推進に関する法律)に基づき算出。 ・温室効果ガスとは、CO₂(二酸化炭素)、CH₄(メタン)、N₂O(一酸化二窒素)、HFCs(ハイドロフルオロカーボン類)、PFCs(パーフルオロカーボン類)、SF₆(六フッ化硫黄)、NF₃(三フッ化窒素)を指します。 ・温室効果ガス排出量原単位は、分子を(Scope 1 + Scope 2)排出量、分母を売上高とし、除して算出。
Scope 1	56	52	26	22	
Scope 2	282	277	347	305	
Scope 3	7,606	7,585	6,996	6,158	Scope 1:事業者が所有または管理する排出源から発生する温室効果ガスの直接排出。 Scope 2:電気、蒸気、熱の使用に伴う温室効果ガスの間接排出。 Scope 3:Scope 1、Scope 2を除く、企業の上流・下流工程を網羅したその他の間接排出。 Scope 3:Scope 1、Scope 2を除く、企業の上流・下流工程を網羅したその他の間接排出。 Scope 3:Scope 1、Scope 2を除く、企業の上流・下流工程を網羅したその他の間接排出。 Scope 3:Scope 1、Scope 2を除く、企業の上流・下流工程を網羅したその他の間接排出。
温室効果ガス排出量原単位 (Scope 1 + Scope 2) (t/億円) Greenhouse gas emissions intensity (Scope 1 + Scope 2) (Tons/100 million yen)	11.9	11.3	12.1	10.9	Scope 1:事業者が所有または管理する排出源から発生する温室効果ガスの直接排出。 Scope 2:電気、蒸気、熱の使用に伴う温室効果ガスの間接排出。 Scope 3:Scope 1、Scope 2を除く、企業の上流・下流工程を網羅したその他の間接排出。
エネルギー使用量(TJ・MWh) 合計 Energy usage (TJ/MWh) Total	6,789	6,746	7,642	7,137	<ul style="list-style-type: none"> ・TJ:テラジュール ・エネルギー使用量合計値には再生可能エネルギーは含まれません。 ・Energy consumption: Calculated based on Japanese law ・Greenhouse gas emissions: Calculated based on Japanese law ・Greenhouse gases include CO₂ (carbon dioxide), CH₄ (methane), N₂O (nitrogen monoxide), HFCs (hydrofluorocarbons), PFCs (perfluorocarbons), SF₆ (sulfur hexafluoride), NF₃ (nitrogen trifluoride). ・Greenhouse gas emissions intensity is calculated by dividing (Scope 1 + Scope 2) emissions (the numerator) by sales (the denominator). ・Calculated by scope according to the following GHG Protocol Initiative classification Scope 1: Direct emissions of greenhouse gases generated from emission sources owned or controlled by businesses Scope 2: Indirect emissions of greenhouse gases from the use of electricity, steam, and heat Scope 3: Except for Scope 1 and Scope 2, other indirect emissions covering the upstream and downstream processes of the Company ・All Scope 3 emissions from 2017 onward have been adjusted to reflect a revision of the coefficient for Scope 3 Category 1 emissions. ・TJ: Terajoule ・Renewable energy is not included in total energy consumption.
電気 Electricity	5,685	5,712	7,140	6,694	
ガス Fuel (gas)	984	931	396	357	
燃料(重油・灯油など) Fuels (heavy oil and kerosene, etc.)	27,819	22,629	24,234	18,436	
熱(蒸気・温水・冷水) Steam/heating/cooling	19	21	19	20	
再生可能エネルギー Renewable energies	323	426	528	632	

対象期間は、2018年、2019年、2020年および2021年3月31日に終了した連結会計年度または各年3月31日現在です。チェックマーク☑のついたデータは、第三者保証を受けた数値です。(※日本電気(株)およびNECグループ会社合計87社(国内39社、海外48社)を対象としています)
The applicable periods are the consolidated accounting periods (ending each March 31 of 2018, 2019, 2020, and 2021) and the applicable dates are as of March 31 of each year. The data marked with a check(☑) has been verified by a third party.
Note: NEC and NEC Group companies: 87 (including 39 companies in Japan and 48 international companies)

水 Water	2017年度 FY2018	2018年度 FY2019	2019年度 FY2020	2020年度 FY2021	留意点および算出方法詳細 Notes and Calculation Method
水使用量(千m ³) Water usage (Thousand m ³)	2,314	2,193	2,550	2,117	水使用量合計値には、再利用水は含まれません。 Recycled water is not included in the total amount of water usage.
水道 Waterworks	1,110	1,062	1,293	913	
地下水 Ground water	854	825	998	1,001	
工業用水 Industrial water	350	306	259	203	
再利用水 Recycled water	10	10	7	4	
排水量(千m ³) Wastewater (Thousand m ³)	1,614	1,483	2,084	1,683	下水系 Sewage-related 公共水域系 Public water-related
下水系 Sewage-related	1,160	1,076	1,720	1,334	
公共水域系 Public water-related	454	407	364	349	
水原単位(km ³ /億円) Water consumption rate (km ³ /100 million yen)	0.0081	0.0075	0.0082	0.0071	水原単位は、分子を水使用量、分母を売上高とし、除して算出。 The water consumption rate is calculated by dividing water usage (the numerator) by sales (the denominator).

廃棄物・化学物質 Waste and Chemical Substances	2017年度 FY2018	2018年度 FY2019	2019年度 FY2020	2020年度 FY2021	留意点および算出方法詳細 Notes and Calculation Method
廃棄物排出量(千t) Total waste emissions (Thousand tons)	42.6	38.3	38.6	35.9	再資源化量は、一般廃棄物、産業廃棄物(特別管理産業廃棄物含む)および海外での廃棄物のリサイクル量。 Recycling is the volume of recycled general waste, recycled industrial waste (including specially controlled industrial waste), and waste recycled abroad.
再資源化量(千t) Recycling (Thousand tons)	36.7	34.5	36.6	29.1	
NOx排出量(t) NOx emissions (t)	27.9	22.5	13.8	11.5	
SOx排出量(t) SOx emissions (t)	0.8	0.4	0.01	0.01	
VOC大気排出量(t) VOC emissions (t)	248	335	68	82	
PRTR法対象化学物質取扱量(千t) Volume of chemicals subject to Pollutant Release & Transfer Registers (Thousand tons)	4.0	3.5	0.3	0.2	

環境データ対象範囲

NECグループ87社(国内39社海外48社)一覧

Data Collection Scope: 87 companies comprising NEC Group companies (39 in Japan and 48 abroad)


No.	Company Name (Japan)	No.	Company Name (Japan)
1	NEC Corporation	22	JN System Partners Co., Ltd.
2	ABeam Consulting Ltd.	23	NEC Networks & System Integration Corporation
3	OCC Corporation	24	NEC Magnus Communications, Ltd.
4	NEC Nexsolutions, Ltd.	25	NEC Solution Innovators, Ltd.
5	SHIMIZU SYNTEC Corporation	26	NEC Communication Systems, Ltd.
6	Sunnet Corporation	27	Infosec Corporation
7	Bestcom Solutions Inc.	28	NEC Embedded Products, Ltd.
8	YEC Solutions Inc.	29	NEC Embedded Technology, Ltd.
9	KIS Co., Ltd.	30	NEC Fielding, Ltd.
10	NEC Space Technologies, Ltd.	31	NEC Platforms, Ltd.
11	NEC Network and Sensor Systems, Ltd.	32	NEC Patent Service, Ltd.
12	NEC Aerospace Systems, Ltd.	33	NEC Friendly Staff, Ltd.
13	Cyber Defense Institute, Inc.	34	NEC Management Partner, Ltd.
14	Japan Aviation Electronics Industry, Limited	35	NEC Livex, Ltd.
15	JAE Hirosaki, Ltd.	36	Institute for International Socio-Economic Studies
16	JAE Yamagata, Ltd.	37	TAKASAGO, Ltd.
17	JAE Fuji, Ltd.	38*	NEC Display Solutions, Ltd.
18	JAE Shinshu, Ltd.	39*	Showa Optronics Co., Ltd.
19	NEC Facilities, Ltd.		
20	Forward Integration System Service Co., Ltd.		
21	LIVANCE-NET Ltd.		

* Only data within the scope of consolidation (indicated by the names of companies within the scope of consolidation)

No.	Company Name (Abroad)	No.	Company Name (Abroad)
1	NEC Corporation of America	26	NEC Hong Kong Limited
2	NEC Canada, Inc.	27	NEC Taiwan Ltd. (台湾恩益禧股份有限公司)
3	NEC Laboratories America, Inc.	28	NEC Asia Pacific Pte. Ltd.
4	NEC Latin America S.A.	29	NEC Corporation of Malaysia Sdn. Bhd.
5	NEC Argentina S.A.	30	NEC Corporation (Thailand) Ltd.
6	NEC Chile S.A.	31	NEC Corporation India Private Limited
7	NEC de Colombia S.A.	32	NEC Philippines, Inc.
8	NEC de Mexico, S.A. de C.V.	33	NEC Vietnam Company Limited
9	NEC Europe Ltd.	34	PT. NEC Indonesia
10	NEC Deutschland GmbH	35	NEC Australia Pty Ltd
11	NEC Eastern Europe Kft.	36	NEC New Zealand Limited
12	NEC France S.A.S.	37	NetCracker Technology Corporation
13	NEC Iberica S.L.	38	KMD Holding ApS
14	NEC Italia S.p.A.	39	台湾航空電子股份有限公司 (JAE Taiwan, Ltd.)
15	NEC Laboratories Europe GmbH	40	JAE Oregon, Inc.
16	NEC Portugal-Telecomunicacoes e Sistemas, S.A.	41	JAE Tijuana, S.A. de C.V.
17	NEC Scandinavia AB	42	JAE Philippines, Inc.
18	NEC Telecommunication & Information Technology Ltd.	43	航空電子(無錫)有限公司 (JAE Wuxi Co., Ltd.)
19	NEC (UK) Ltd.	44	航空電子(吳江)有限公司 (JAE Wujiang Co., Ltd.)
20	Joint-Stock Company NEC Neva Communications Systems	45	日電卓越軟件科技(北京)有限公司 (NEC Advanced Software Technology (Beijing) Co., Ltd.)
21	NEC XON Holdings (Proprietary) Limited	46	NEC 軟件(濟南)有限公司 (NEC Soft (Jinan) Co., Ltd.)
22	NEC Saudi Arabia, Ltd.	47	日電平台科技(蘇州)有限公司 (NEC Platform Technologies (Suzhou) Co., Ltd.)
23	日電(中国)有限公司 (NEC (China) Co., Ltd.)	48	NEC Platforms Thai Co., Ltd.
24	日電信息系統(中国)有限公司 (NEC Solutions (China) Co., Ltd.)		
25	恩益禧數碼應用產品貿易(上海)有限公司 (NEC Information Systems (Shanghai), Ltd.)		

Third-party Assurance

NEC Sustainability Report 2021 has been assured by a third party for the items listed in the following assurance statement.



ASSURANCE STATEMENT

SGS Japan's Report on Sustainability Activities in the NEC Corporation Sustainability Report 2021

NATURE AND SCOPE OF THE ASSURANCE
 SGS Japan Inc. was commissioned by NEC Corporation (hereinafter referred to as "the Organization") to conduct an independent assurance of its Sustainability Report 2021 (hereinafter referred to as "the Report"). The scope of the assurance, based on the SGS Sustainability Report Assurance methodology, includes the stakeholder management process, data on the number and ratio of female managers to the total number of managers, ratio of employees with disabilities, number of the people who have taken childcare and nursing care leave, average age of employees including gender-segregated data, average length of employment including gender-segregated data, frequency and severity rate of labor accidents and disasters and management systems supporting the reporting process. Refer to the attached sheet for the detailed scope of assurance.

The information contained in the Report and its presentation are the responsibility of the directors or governing body and the management of the Organization. SGS Japan Inc. has not been involved in the preparation of any of the material included in the Report.

Our responsibility is to express an opinion on the text, data and statements within the scope of assurance with the intention to inform all the Organization's stakeholders.

The SGS protocols are based upon internationally recognized guidance, including the Principles contained within the Global Reporting Initiative (GRI) Sustainability Reporting Guidelines for accuracy and reliability and the guidance on levels of assurance contained within the AA1000 Series of Standards and Guidance for Assurance Providers.

The Report has been assured at a moderate level of scrutiny using our protocols for:

- Evaluation of content veracity;
- AA1000 Assurance Standard (V3) Type 2 evaluation of the report content and supporting management systems against the AA1000 Accountability Principles (2018);

The assurance comprised a combination of pre-assurance research, interviews with the management and the division for Social Responsibility, verification and confirmation of vouchers, and review of related materials and records.

Financial data drawn directly from independently audited financial accounts has not been checked back to source as part of this assurance process.

STATEMENT OF INDEPENDENCE AND COMPETENCE
 The SGS Group of companies is the world leader in inspection, testing and verification, operating in more than 140 countries and providing services including management systems and service certification; quality, environmental, social and ethical auditing and training; and environmental, social and sustainability report assurance. SGS Japan Inc. affirms our independence from the organization, being free from bias and conflicts of interest with the organization, its subsidiaries and stakeholders.

The assurance team was assembled based on the knowledge, experience and qualifications of the each team member for this assignment, and comprised auditors registered with auditors of ISO9001, ISO14001, ISO45001 and lead verifiers of greenhouse gas emissions.

ASSURANCE OPINION
 Within the scope of the assurance activities employing the methodologies described above, nothing has come to our attention that caused us to believe that the information and data contained within the Report does not provide a fair and balanced description of the organization's sustainability activities for fiscal year 2020. The assurance team is of the opinion that the Report can be used by the Reporting Organization's Stakeholders. We believe that the organization has chosen an appropriate level of assurance for this stage in their reporting.

AA1000 ACCOUNTABILITY PRINCIPLES (2018) CONCLUSIONS, FINDINGS AND RECOMMENDATIONS

Inclusivity
 The Organization identified the relationships between social needs and various media such as GRI Standards, ISO26000, SDGs, and the United Nations Global Compact, and enhanced to address social issues and social value creation as the business issues. All relevant targets of stakeholders, such as customers, shareholders, investors, suppliers, employees, NPO, NGO and students, are identified, and communication activities were carried out with external experts. Needs and expectations received from stakeholders have been incorporated into the Organization through the communication process above, and the actions are being considered. Sustainability issues are integrated into the business issues, and the Organization takes actions by appropriately discussing among executives and reporting the issues approved by director in charge of sustainable management to the Board of Directors. SGS Japan Inc. confirmed these processes through the assurance assessment.

Materiality
 The materiality issues identified by the Organization were determined with consideration given to the organizational context, social needs and dialogue with external experts. The Organization is taking necessary actions to address the issues in the entire organization and the relevant divisions through the business activities. KPI for these issues were also set. SGS Japan Inc. confirmed the above processes through the assurance assessment.

Responsiveness
 The Organization addresses the identified issues as the business activities. Direct dialogues with stakeholders are also conducted through types of communications. The details of these actions are disclosed through various media including the Report. SGS Japan Inc. confirmed the above processes through the assurance assessment.

Impact
 The results of responses to identified issues have been reported to stakeholders through a variety of media, such as the Report. Although they have not yet been disclosed, it sets out benchmarks such as industry standards and other companies in the same industry to assess the impact of an organization's performance on society. SGS Japan Inc. confirmed the above processes through the assurance assessment.

For and on behalf of SGS Japan Inc.
 Senior Executive & Director
 Certification and Business Enhancement Yuji Takeuchi
 14 June, 2021
 Signed: 



**AA1000
 Licensed Report
 000-8/V3-AA8CQ**

The details of the scope of assurance

The scope	The boundary and period	The assertion
1 Ratio of employees with disabilities	NEC Corporation 1 June 2020	2.38%
	※Domestic consolidated subsidiaries (12 wholly owned subsidiaries in Japan excluding affiliated companies based on the Act for Promotion of Employment of Persons with Disabilities) 1 June 2020	2.18%
2 Number and ratio of female managers	NEC Corporation 1 April 2021	542/7.2%
	NEC Corporation and its consolidated subsidiaries (Excluding group companies of Japan Aviation Electronics Industry, Limited) 31 March 2021	2,435/9.2%
3 Average age of Employees	NEC Corporation 31 March 2021	Total : 43.7 Male : 44.2 Female : 41.5
4 Average years of employment	NEC Corporation 31 March 2021	Total : 18.9 Male : 19.2 Female : 17.8
5 Number of people utilizing childcare leave	NEC Corporation 1 April 2020-31 March 2021	347
6 Number of people utilizing nursing care leave	NEC Corporation 1 April 2020-31 March 2021	12
7 Frequency and severity rate of labor accidents and disasters	NEC Corporation 1 January 2020-31 December 2020	Frequency rate : 0.0300 Severity rate : 0.00002

The environmental data presented in NEC Sustainability Report 2021 has received the following third-party verification reports.

JQA No.1811004185

Greenhouse Gas Emissions Verification Report

To: NEC Corporation


1. Objective and Scope
Japan Quality Assurance Organization (hereafter "JQA") was engaged by NEC Corporation (hereafter "the Company") to provide an independent verification on "Scope 3 Calculation Report" (hereafter "the Report"). The content of our verification was to express our conclusion, based on our verification procedures, on whether the statement of information regarding the FY2020* Scope 3 GHG emissions in the Report was correctly measured and calculated, in accordance with the "Scope 3 calculation in NEC" (hereafter "the Rules"). The purpose of the verification is to evaluate the Report objectively and to enhance the credibility of the Report.
*The fiscal year 2020 of the Company ended on March 31, 2021.

2. Procedures Performed
JQA conducted verification in accordance with "ISO 14064-3". The scope of this verification assignment covers CO2 emissions from Scope 3. The verification was conducted to a limited level of assurance and quantitative materiality was set at 5 percent of the total emissions in the Report. The organizational boundaries of this verification include NEC Group.
Our verification procedures included:

- Performing validation of integrated functions to check the report boundaries, calculation scenario and allocation method, monitoring and calculation system and its controls
- Vouching: Cross-checking the GHG emissions data against evidence

3. Conclusion
Based on the procedures described above, nothing has come to our attention that caused us to believe that the statement of the information regarding the Company's FY2020 Scope 3 GHG emissions in the Report, is not materially correct, or has not been prepared in accordance with the Rules.

4. Consideration
The Company was responsible for preparing the Report, and JQA's responsibility was to conduct verification of GHG emissions in the Report only. There is no conflict of interest between the Company and JQA.


Sumio Asada, Board Director
For and on behalf of Japan Quality Assurance Organization
1-25, Kandassadacho, Chiyoda-ku, Tokyo, Japan
June 23, 2021

JQA No.1811004150

Independent Verification Report

To: NEC Corporation


1. Objective and Scope
Japan Quality Assurance Organization (hereafter "JQA") was engaged by NEC Corporation (hereafter "the Company") to provide an independent verification on "Environmental Information Report" (hereafter "the Report"). The content of our verification was to express our conclusion, based on our verification procedures, on whether the statement of information regarding the FY2020* energy-derived CO2 emissions from Scope 1 & 2, VOC emissions, water consumption, drainage and waste discharge in the Report was correctly measured and calculated, in accordance with the "Accounting and Reporting Rules for Environmental Information" (hereafter "the Rules"). The purpose of the verification is to evaluate the Report objectively and to enhance the credibility of the Report.
*The fiscal year 2020 of the Company ended on March 31, 2021.

2. Procedures Performed
JQA conducted verification in accordance with "ISO 14064-3" for energy-derived CO2 emissions from Scope 1 & 2, and with "ISAE3000" for VOC emissions, water consumption, drainage and waste discharge, respectively. The scope of this verification assignment covers energy-derived CO2 emissions from Scope 1 & 2, VOC emissions, water consumption, drainage and waste discharge. The verification was conducted to a limited level of assurance and quantitative materiality was set at 5 percent each of the total emissions, consumption and discharge in the Report. The organizational boundaries of this verification include 37 production sites and 401 non-production sites in 39 companies in Japan and 48 overseas companies, which are listed in the annex to this report.
Our verification procedures included:

- Performing validation of integrated functions to check the Rules prior to the on-site assessment
- Holding on-site verification at five domestic sites selected on the basis of sampling
- On-site assessment to check the report scope and boundaries; source of CO2, VOC usage, water usage, drainage and waste generation; monitoring points; monitoring and calculation system; and its controls for overall
- Vouching: Cross-checking the data against evidence

3. Conclusion
Based on the procedures described above, nothing has come to our attention that caused us to believe that the statement of the information regarding energy-derived CO2 emissions from Scope 1 & 2, VOC emissions, water consumption, drainage and waste discharge in the Report, is not materially correct, or has not been prepared in accordance with the Rules.

4. Consideration
The Company was responsible for preparing the Report, and JQA's responsibility was to conduct verification of energy-derived CO2 emissions from Scope 1 & 2, VOC emissions, water consumption, drainage and waste discharge in the Report only. There is no conflict of interest between the Company and JQA.


Sumio Asada, Board Director
For and on behalf of Japan Quality Assurance Organization
1-25, Kandassadacho, Chiyoda-ku, Tokyo, Japan
June 23, 2021

*Please refer to the attached annex.

JQA No.1811004150

Independent Verification Report ANNEX (1/2)

To: NEC Corporation

The organizational boundaries - Japan

- NEC Corporation
- OCC Corporation
- NEC Nissolution, Ltd.
- SUDIZU SYNTREC Corporation
- Sarant Corporation
- Biosens Solutions Inc.
- VEC Solutions Inc.
- KIS Co., Ltd.
- NEC Space Technologies, Ltd.
- NEC Network and Sensor Systems, Ltd.
- NEC Aerospace Systems, Ltd.
- Cyber Defense Institute, Inc.
- Japan Aviation Electronics Industry, Limited
- JAE Hiroaki, Ltd.
- JAE Yamagata, Ltd.
- JAE Fuji, Ltd.
- JAE Shizuoka, Ltd.
- NEC Facilities, Ltd.
- Fire and Integration System Service Co., Ltd.
- LIANCE-NET Ltd.
- JS System Partners Co., Ltd.
- NEC Networks & System Integration Corporation
- NEC Magnus Communications, Ltd.
- Albaum Consulting Ltd.
- NEC Solution Innovators, Ltd.
- NEC Communication Systems, Ltd.
- Infocore Corporation
- NEC Embedded Products, Ltd.
- NEC Embedded Technology, Ltd.
- NEC Fielding, Ltd.
- NEC Platforms, Ltd.
- NEC Plant Services, Ltd.
- NEC Facility Staff, Ltd.
- NEC Management Partner, Ltd.
- NEC Lives, Ltd.
- Institute for International Socio-Economic Studies
- TAKASAKI, Ltd.
- NEC Display Solutions, Ltd.
- Shoava Optonics Co., Ltd.

*Please refer to the main report.

JQA No.1811004150

Independent Verification Report ANNEX (2/2)

To: NEC Corporation

The organizational boundaries - Overseas:

- NEC Corporation of America
- NEC Canada, Inc.
- NEC Laboratories America, Inc.
- NEC Latin America S.A.
- NEC Argentina S.A.
- NEC Chile S.A.
- NEC de Colombia S.A.
- NEC de Mexico S.A. de C.V.
- NEC Europe Ltd.
- NEC Deutschland GmbH
- NEC Eastern Europe Kft.
- NEC France S.A.S.
- NEC India S.L.
- NEC Italia S.p.A.
- NEC Laboratories Europe GmbH
- NEC Portugal-Informacoes e Sistemas, S.A.
- NEC Scandinavia AB
- NEC Telecommunication & Information Technology Ltd.
- NEC (UK) Ltd.
- Joint Stock Company NEC Nova Communications Systems
- NEC SONY Holdings (Proprietary) Limited
- NEC Saudi Arabia, Ltd.
- 日電(中国)有限公司 (NEC (China) Co., Ltd.)
- 日電(中国)有限公司 (NEC Solutions (China) Co., Ltd.)
- 日電(中国)有限公司 (NEC Information Systems (Shanghai) Ltd)
- NEC Hong Kong Limited
- NEC Taiwan Ltd. (台湾思益系统股份有限公司)
- NEC Asia Pacific Pte. Ltd.
- NEC Corporation of Malaysia Sdn. Bhd.
- NEC Corporation (Thailand) Ltd.
- NEC Corporation India Private Limited
- NEC Philippines, Inc.
- NEC Vietnam Company Limited
- PT NEC Indonesia
- NEC Australia Pty Ltd
- NEC New Zealand Limited
- NetLeader Technology Corporation
- KMD Holding ApS
- 台灣聯亞電子股份有限公司 (JAE Taiwan, Ltd.)
- JAE Crepus, Inc.
- JAE Tijuana, S.A. de C.V.
- JAE Philippines, Inc.
- 聯亞電子(泰國)有限公司 (JAE Wai Co., Ltd.)
- 聯亞電子(台灣)有限公司 (JAE Wujiang Co., Ltd.)
- 日電(越南)有限公司 (NEC Advanced Software Technology (Hanoi) Co., Ltd.)
- NEC 軟件(濟南)有限公司 (NEC Soft (Jinan) Co., Ltd.)
- 日電(越南)有限公司 (NEC Platform Technologies (Suzhou) Co., Ltd.)
- NEC Platform Thai Co., Ltd.

*Please refer to the main report.

External Ratings and Evaluation (As of June 2021)

NEC is included in world-renowned Environmental, Social, and Governance (ESG) indices.

Dow Jones Sustainability Indices (DJSI)


In 2020 NEC, was included in the DJSI World Index and the DJSI Asia Pacific Index.

 DJSI Index family



FTSE4Good Index Series

NEC has been included in this index continuously since 2002.

 FTSE4Good Index Series



FTSE4Good

MSCI ESG Leaders Indexes

NEC has been included in this index continuously since 2015. (The name of the indexes was changed from MSCI Global Sustainability Indexes in 2017.)




 MSCI ESG INDEXES

THE INCLUSION OF NEC CORPORATION IN ANY MSCI INDEX, AND THE USE OF MSCI LOGOS, TRADEMARKS, SERVICE MARKS OR INDEX NAMES HEREIN, DO NOT CONSTITUTE A SPONSORSHIP, ENDORSEMENT OR PROMOTION OF NEC CORPORATION BY MSCI OR ANY OF ITS AFFILIATES. THE MSCI INDEXES ARE THE EXCLUSIVE PROPERTY OF MSCI. MSCI AND THE MSCI INDEX NAMES AND LOGOS ARE TRADEMARKS OR SERVICE MARKS OF MSCI OR ITS AFFILIATES.

Euronext Vigeo Eiris World 120

NEC has been included in this index continuously since 2012.

 Half-year review Euronext Vigeo Eiris ESG indices



STOXX Global ESG Leaders Index

NEC has been included in this index continuously since 2014.

 STOXX Global ESG Leaders Index

STOXX

Member 2020/2021
ESG Leaders
Indices

ISS ESG Corporate Rating

NEC was rated "Prime" in March 2018 in the "Electronics Devices & Appliances" industry sector. (The name of the index was changed from the "oekom Corporate Rating.")

 ISS ESG Corporate Rating



CDP (Climate Change, Water Security, and Supplier Engagement)

NEC has been included in the “A List” for both Climate Change and Water Security in 2019 and 2020 consecutively.

Furthermore, NEC has been listed on the “Leaderboard” of the Supplier Engagement Rating on climate issues in 2020.



EcoVadis

Since 2012 NEC has been awarded the “Gold” sustainability ranking in the top 5% companies, and in 2020 we awarded the “Platinum,” that is newly set and places NEC among the top 1% of companies assessed worldwide.



NEC Corporation has received external evaluations of its working environment.

“L-boshi” Certification

Certification recognizing companies for outstanding compliance with the Act on Promotion of Women's Participation and Advancement in the Workplace.

By meeting all five criteria for certification, namely recruitment, continued employment, working hours, percentage of women in managerial positions, and diversity of career courses, NEC Corporation became the first company in April 2016 to receive the “3-star” mark, the highest level under the “L-boshi” certification program.



Certified Health and Productivity Management Organization Recognition Program

The program recognizes companies and organizations for outstanding health and productivity management. Certified organizations are divided into large enterprises and small and medium-sized enterprises.

NEC Corporation has been certified as a health and productivity management company from 2018 to 2021, and certified as a health and productivity management “White 500” company in 2018, 2019, and 2021.



Other External Evaluations

🏆 Main awards, Accreditation in Corporate Citizen Activities 🏆 Environmental Ratings by External Organizations (Latest Rating/Ranking)

RE100

NEC is a member of RE100, a collaborative initiative committed to the goal of having businesses change over to renewable energy for 100% of their electricity needs.



Next-generation Support Certification Mark “Platinum Kurumin”

NEC received the “Kurumin” certification, given by the Minister of Health, Labour and Welfare, in recognition as a child-rearing support company, in 2007, 2012, and 2015.

In 2018, NEC Corporation received the “Platinum Kurumin” certification for carrying out higher levels of effort in introducing and making use of a considerable number of measures in child-rearing support. To receive the “Platinum Kurumin,” “Kurumin” certification is needed.



NEC Awarded “Gold” in Pride Index 2020

NEC was awarded the highest rating of “Gold” in Pride Index 2020, a rating for companies’ and organizations’ initiatives related to sexual minorities, including the LGBTQ community, formulated by the NPO work with Pride.

We met the evaluation criteria in all indices: Policy (Action Declaration), Representation (LGBTQ Network), Inspiration (Raising Awareness), Development (Human Resource Management Policy and Programs), and Engagement/Empowerment (Social Responsibility).



Global Reporting Initiative (GRI) Index

This report was prepared in accordance with the Global Reporting Initiative (GRI) Standards: Core option

*: GRI Standards Core Items ○: Items related to NEC "materiality" in GRI Standards ID 200–400 range
GRI = Global Reporting Initiative (<https://www.globalreporting.org/>)

General Disclosures

	ID	Item required by report	Corresponding page		
102: General Disclosures	1. Organizational profile	102-1 ※ Name of the organization	Profile		
		102-2 ※ Activities, brands, products, and services	Business Outline		
		102-3 ※ Location of headquarters	Profile		
		102-4 ※ Location of headquarters	Profile		
		102-5 ※ Ownership and legal form	Annual Securities Report (Japanese)		
		102-6 ※ Markets served	Annual Securities Report (Japanese)		
		102-7 ※ Scale of the organization	Corporate Profile		
		102-8 ※ Information on employees and other workers	Data Collection		
		102-9 ※ Supply chain	Supply Chain Management		
		102-10 ※ Significant changes to the organization and its supply chain	Annual Securities Report (Japanese)		
		102-11 ※ Precautionary principle or approach	Reducing Environmental Impacts		
		102-12 ※ External initiatives	Activities for Controlling Chemical Substances in Products		
		102-13 ※ Membership of associations	Dialogue and Co-creation with Our Stakeholders		
		102-14 ※ Statement from senior decision-maker	Message from the President and CEO		
	2. Strategy	102-15	Key impacts, risks, and opportunities	Integrated Report Priority Management Themes from an ESG Perspective — Materiality	
		102-16 ※ Values, principles, standards, and norms of behavior	Code of Conduct		
	3. Ethics and integrity	102-17	Mechanisms for advice and concerns about ethics	Respecting Human Rights Compliance and Risk Management	
		102-18 ※ Governance structure	Corporate Governance		
	4. Governance	102-19	Delegating authority	Management for Sustainability	
		102-20	Executive-level responsibility for economic, environmental, and social topics	Management for Sustainability	
		102-21	Consulting stakeholders on economic, environmental, and social topics	Management for Sustainability	
		102-22	Composition of the highest governance body and its committees	Corporate Governance Corporate Governance Report	
		102-23	Chair of the highest governance body	Corporate Governance Report Executives	
		102-24	Nominating and selecting the highest governance body	Corporate Governance Corporate Governance Report	
		102-25	Conflicts of interest	Corporate Governance Report	
		102-26	Role of highest governance body in setting purpose, values, and strategy	Management for Sustainability	
		102-27	Collective knowledge of highest governance body	Management for Sustainability Priority Management Themes from an ESG Perspective — Materiality	
		102-28	Evaluating the highest governance body's performance	Sustainability Management Priority Management Themes from an ESG Perspective — Materiality	
		102-29	Identifying and managing economic, environmental, and social impacts	Dialogue and Co-creation with Our Stakeholders	Priority Management Themes from an ESG Perspective — Materiality
				Advancing Sustainability through Purpose-driven Management	Dialogue and Co-creation with Our Stakeholders
		102-30	Effectiveness of risk management processes	Working toward Robust and Resilient Human Rights Due Diligence throughout Supply Chains	
		102-31	Review of economic, environmental, and social topics	Management for Sustainability	
		102-32	Highest governance body's role in sustainability reporting	Management for Sustainability	
	102-33	Communicating critical concerns	Compliance and Risk Management		
	102-34	Nature and total number of critical concerns	Compliance and Risk Management		
	102-35	Remuneration policies	Remuneration for Directors and Audit & Supervisory Board Members		
	102-36	Process for determining remuneration	Remuneration for Directors and Audit & Supervisory Board Members		
	102-37	Stakeholders' involvement in remuneration	—		
	102-38	Annual total compensation ratio	—		
	102-39	Percentage increase in annual total compensation ratio	—		
	5. Stakeholder engagement	102-40 ※ List of stakeholder groups	Dialogue and Co-creation with Our Stakeholders		
		102-41 ※ Collective bargaining agreements	Annual Securities Report (Japanese)		
		102-42 ※ Identifying and selecting stakeholders	Dialogue and Co-creation with Our Stakeholders Guidelines for Coordination with NPOs (Activities for Contributing to Society)		
		102-43 ※ Approach to stakeholder engagement	Dialogue and Co-creation with Our Stakeholders		
		102-44 ※ Key topics and concerns raised	Dialogue and Co-creation with Our Stakeholders		

	ID	Item required by report	Corresponding page
102: General Disclosures	6. Reporting practice	102-45 ※ Entities included in the consolidated financial statements	Profile
		102-46 ※ Defining report content and topic boundaries	Information Disclosure Policy
		102-47 ※ List of "materiality" topics	Management for Sustainability Priority Management Themes from an ESG Perspective — Materiality
		102-48 ※ Restatements of information	No restatements
		102-49 ※ Changes in reporting	No change
		102-50 ※ Reporting period	Information Disclosure Policy
		102-51 ※ Date of most recent report	Information Disclosure Policy
		102-52 ※ Reporting cycle	Information Disclosure Policy
		102-53 ※ Contact point for questions regarding the report	Contact Us
		102-54 ※ Claims of reporting in accordance with the GRI Standards	GRI (Global Reporting Initiative) Index
		102-55 ※ GRI content index	GRI (Global Reporting Initiative) Index
		102-56 ※ External assurance	Third-party Assurance
		103: Management Approach	103-1 ※ Explanation of the material topic and its boundary
103-2	The management approach and its components		Priority Management Themes from an ESG Perspective — Materiality Management for Sustainability
103-3	valuation of the management approach		Priority Management Themes from an ESG Perspective — Materiality Third-party Assurance

Specific Standards

	ID	Item required by report	Corresponding page	
200: Economic	201 Economic Performance	201-1	Direct economic value generated and distributed	Historical Data
		201-2 ○ Financial implications and other risks and opportunities due to climate change	Response to Climate Change	
		201-3	Defined benefit plan obligations and other retirement plans	Annual Securities Report (Japanese)
	202 Market Presence	201-4	Financial assistance received from government	—
		202-1	Ratios of standard entry level wage by gender compared to local minimum wage	—
	203 Indirect Economic Impacts	202-2	Proportion of senior management hired from the local community	Innovation Management
		203-1	Infrastructure investments and services supported	Cooperation with Local Communities
	204 Procurement Practices	203-2	Significant indirect economic impacts	NEC actions to achieve SDGs
		204-1	Proportion of spending on local suppliers	—
	205 Anti-corruption	205-1 ○ Operations assessed for risks related to corruption	Promoting Fair Commercial Transactions	
		205-2 ○ Communication and training about anti-corruption policies and procedures	Compliance and Risk Management	
		205-3 ○ Confirmed incidents of corruption and actions taken	Supply Chain Management Promoting Fair Commercial Transactions	
	206 Anti-competitive Behavior	206-1 ○ Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Promoting Fair Commercial Transactions	
	207 Tax	207-1	Approach to tax	Basic Approach on Tax Matters
		207-2	Tax governance, control and risk management	Basic Approach on Tax Matters
		207-3	Stakeholder engagement and management concerns related to tax	Basic Approach on Tax Matters
		207-4	Country-by-country reporting	—
300: Environment		301 Materials	301-1	Materials used by weight or volume
301-2	Recycled input materials used		Overview of Environmental Impact Resource Circulation and Pollution Prevention Initiatives	
302 Energy	301-3	Reclaimed products and their packaging materials	Overview of Environmental Impact	
			Data Collection "Environment"	
	302-1	Energy consumption within the organization	Overview of Environmental Impact Data Collection "Environment"	
	302-2	Energy consumption outside of the organization	Overview of Environmental Impact Data Collection "Environment"	
	302-3	Energy intensity	Overview of Environmental Impact Data Collection "Environment"	
	302-4	Reduction of energy consumption	Overview of Environmental Impact Data Collection "Environment"	
	302-5	Reductions in energy requirements of products and services	Achievement of Fiscal 2021 Targets	
			Medium- to Long-Term Targets	
				Response to Climate Change
				Overview of Environmental Impact
			Data Collection "Environment"	

		ID	Item required by report	Corresponding page	
300: Environment	303 Water and Effluents	303-1	Interaction between water and business	Water Risk Management and Effective Water Usage	
		303-2	Management of water discharge-related impacts	Medium- to Long-Term Targets Water Risk Management and Effective Water Usage	
		303-3	Water withdrawal	Overview of Environmental Impact Data Collection "Environment"	
		303-4	Water discharge	Overview of Environmental Impact Data Collection "Environment"	
		303-5	Water consumption	Overview of Environmental Impact Data Collection "Environment"	
	304 Biodiversity	304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Initiatives for Biodiversity	
		304-2	Significant impacts of activities, products, and services on biodiversity	Resource Circulation and Pollution Prevention Initiatives Initiatives for Biodiversity	
		304-3	Habitats protected or restored	Initiatives for Biodiversity	
		304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	Initiatives for Biodiversity	
	305 Emissions	305-1	○ Direct (Scope 1) GHG emissions	Achievement of Fiscal 2021 Targets	
				Medium- to Long-Term Targets Response to Climate Change Overview of Environmental Impact Data Collection "Environment"	
		305-2	○ Indirect (Scope 2) GHG emissions	Achievement of Fiscal 2021 Targets	
				Medium- to Long-Term Targets Response to Climate Change Overview of Environmental Impact Data Collection "Environment"	
		305-3	○ Other indirect (Scope 3) GHG emissions	Medium- to Long-Term Targets Response to Climate Change Overview of Environmental Impact Data Collection "Environment"	
		305-4	○ GHG emissions intensity	Overview of Environmental Impact Data Collection "Environment"	
		305-5	○ Reduction of GHG emissions	Overview of Environmental Impact Data Collection "Environment"	
	305-6	Emissions of ozone-depleting substances (ODS)	—		
	305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	Overview of Environmental Impact Data Collection "Environment"		
	306 Effluents and Waste	306-1	Water discharge by quality and destination	Overview of Environmental Impact Data Collection "Environment"	
		306-2	Waste by type and disposal method	Resource Circulation and Pollution Prevention Initiatives Overview of Environmental Impact Data Collection "Environment"	
		306-3	Significant spills	NEC Environmental Policy and Environmental Management Resource Circulation and Pollution Prevention Initiatives	
		306-4	Transport of hazardous waste	Resource Circulation and Pollution Prevention Initiatives	
		306-5	Water bodies affected by water discharges and/or runoff	Water Risk Management and Effective Water Usage Resource Circulation and Pollution Prevention Initiatives	
	307 Environmental Compliance	307-1	Non-compliance with environmental laws and regulations	NEC Environmental Policy and Environmental Management	
	308 Supplier Environmental Assessment	308-1	New suppliers that were screened using environmental criteria	—	
		308-2	Negative environmental impacts in the supply chain and actions taken	NEC Environmental Policy and Environmental Management Supply Chain Management Data Collection	
	400: Social Topics	401 Employment	401-1	New employee hires and employee turnover	Creating a Diverse Workstyle Environment Data Collection
			401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Creating a Diverse Workstyle Environment Data Collection
			401-3	Parental leave	Creating a Diverse Workstyle Environment Data Collection
	402 Labor/Management Relations	402-1	Minimum notice periods regarding operational changes	Creating a Diverse Workstyle Environment	
403 Occupational Health and Safety	403-1	Workers representation in formal joint management-worker health and safety committee	Health and Safety		

		ID	Item required by report	Corresponding page
400: Social Topics	403 Occupational Health and Safety	403-2	Hazard identification, risk assessment, and incident investigation	Health and Safety Data Collection
		403-3	Occupational health services	Health and Safety
		403-4	Worker participation, consultation, and communication on occupational health and safety	Health and Safety
		403-5	Worker training on occupational health and safety	Health and Safety
		403-6	Promotion of worker health	Health and Safety
		403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Ensuring Quality and Safety
		403-8	Workers covered by an occupational health and safety management system	Health and Safety
		403-9	Work-related injuries	Health and Safety
		403-10	Work-related ill health	Health and Safety
		404 Training and Education	404-1	○ Average hours of training per year per employee
	404-2		○ Programs for upgrading employee skills and transition assistance programs	Human Resources Development and Training
	404-3		○ Percentage of employees receiving regular performance and career development reviews	Human Resources Development and Training Creating a Diverse Workstyle Environment
	405 Diversity and Equal Opportunity	405-1	○ Diversity of governance bodies and employees	Data Collection
		405-2	Ratio of basic salary and remuneration of women to men	Creating a Diverse Work Style Environment
	406 Non-discrimination	406-1	○ Incidents of discrimination and corrective actions taken	Respecting Human Rights
				Compliance and Risk Management CS (Customer Satisfaction) Initiatives Data Collection
	407 Freedom of Association and Collective Bargaining	407-1	○ Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Respecting Human Rights
				Compliance and Risk Management Supply Chain Management
	408 Child Labor	408-1	○ Operations and suppliers at significant risk for incidents of child labor	Compliance and Risk Management Supply Chain Management
	409 Forced or Compulsory Labor	409-1	○ Operations and suppliers at significant risk for incidents of forced or compulsory labor	Respecting Human Rights
	Compliance and Risk Management Supply Chain Management NEC Group Statement for Modern Slavery Acts			
	410 Security Practices	410-1	Security personnel trained in human rights policies or procedures	—
	411 Rights of Indigenous Peoples	411-1	Incidents of violations involving rights of indigenous peoples	—
	412 Human Rights Assessment	412-1	○ Operations that have been subject to human rights reviews or impact assessments	Respecting Human Rights
				Respecting Human Rights Data Collection
				Respecting Human Rights Supply Chain Management
	413 Local Communities	413-1	Operations with local community engagement, impact assessments, and development programs	Dialogue and Co-creation with Our Stakeholders Cooperation with Local Communities
				Operations with significant actual and potential negative impacts on local communities
	414 Supplier Social Assessment	414-1	New suppliers that were screened using social criteria	Guidelines for Responsible Business Conduct in Supply Chains
	415 Public Policy	414-2	Negative social impacts in the supply chain and actions taken	Compliance and Risk Management Data Collection
415-1		Political contributions	—	
416 Customer Health and Safety	416-1	○ Assessment of the health and safety impacts of product and service categories	Ensuring Quality and Safety	
			Important information from NEC (Japanese)	
417 Marketing and Labeling	417-1	Requirements for product and service information and labeling Incidents of non-compliance concerning product and service information and labeling	Ensuring Quality and Safety	
			Ensuring Quality and Safety	
			CS (Customer Satisfaction) Initiatives	
418 Customer Privacy	418-1	○ Substantiated complaints concerning breaches of customer privacy and losses of customer data	Personal Information Protection and Privacy	
419 Socioeconomic Compliance	419-1	○ Non-compliance with laws and regulations in the social and economic area	Compliance and Risk Management	

Global Compact Index

This table compares NEC's sustainability activities with the Ten Principles of the Global Compact advocated by the United Nations.

The Ten Principles			Corresponding page on NEC website
Human Rights	Principle 1	Businesses should support and respect the protection of internationally proclaimed human rights.	Respecting Human Rights Supply Chain Management
	Principle 2	Businesses should make sure that they are not complicit in human rights abuses.	Inclusion and Diversity AI and Human Rights
Labour	Principle 3	Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.	Respecting Human Rights Supply Chain Management
	Principle 4	Businesses should uphold the elimination of all forms of forced and compulsory labour.	Inclusion and Diversity Creating a Diverse Workstyle Environment
	Principle 5	Businesses should uphold the effective abolition of child labour.	Health and Safety
	Principle 6	Businesses should uphold the elimination of discrimination in respect of employment and occupation.	
Environment	Principle 7	Businesses should support a precautionary approach to environmental challenges.	Medium- to Long-Term Targets NEC Environmental Policy and Environmental Management
	Principle 8	Businesses should undertake initiatives to promote greater environmental responsibility.	Response to Climate Change Water Risk Management and Effective Water Usage
	Principle 9	Businesses should encourage the development and diffusion of environmentally friendly technologies.	Resource Circulation and Pollution Prevention Initiatives Initiatives for Biodiversity Overview of Environmental Impact
Anti-corruption	Principle 10	Businesses should work against corruption in all its forms, including extortion and bribery.	Promoting Fair Commercial Transactions Compliance and Risk Management

ISO 26000 Index

This table shows a comparison of seven core subjects and 37 issues of ISO 26000 and sustainability activities of NEC.

ISO 26000 Core Subjects	Issues	Corresponding Page
Organizational Governance	1. Organizational Governance	Management for Sustainability Information Security and Cyber Security Ensuring Quality and Safety Corporate Governance Compliance and Risk Management Basic Approach to Tax Matters Promoting Fair Commercial Transactions Business Continuity Supply Chain Management
Human Rights	1. Due diligence 3. Avoidance of complicity 5. Discrimination and vulnerable groups 7. Economic, social and cultural rights	2. Human rights risk situations 4. Resolving grievances 6. Civil and political rights 8. Fundamental principles and rights at work
Labour Practices	1. Employment and employment 3. Social dialogue 5. Human development and training in the workplace	2. Conditions of work and social 4. Health and safety at work
Environment	1. Prevention of pollution 3. Climate change mitigation and adaptation	2. Sustainable resource use 4. Protection of the environment, biodiversity and restoration of natural habitats
Fair Operating Practices	1. Anti-corruption 3. Fair competition 5. Respect for property rights	2. Responsible political involvement 4. Promoting social responsibility in the value chain
Consumer Issues	1. Fair marketing, factual and unbiased information and fair contractual practices 3. Sustainable consumption 5. Consumer data protection and privacy 7. Training and awareness-raising	2. Protecting consumers' health and safety 4. Consumer service, support, and complaint and dispute resolution 6. Access to essential services
Community Involvement and Development	1. Community involvement 3. Employment creation and skills development 5. Wealth and income creation 7. Social investment	2. Training and culture 4. Technology development and access 6. Health

SUSTAINABILITY DISCLOSURE TOPICS & ACCOUNTING METRICS

Sustainability Disclosure Topics & Accounting Metrics

TOPIC	ACCOUNTING METRIC	CODE	CORRESPONDING PAGE
Environmental Footprint of Hardware Infrastructure	(1) Total energy consumed (2) percentage grid electricity (3) percentage renewable	TC-SI-130a.1	Overview of Environmental Impact Data Collection "Environment"
	(1) Total water withdrawn, (2) total water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress	TC-SI-130a.2	Water Risk Management and Effective Water Usage Overview of Environmental Impact Data Collection "Environment"
	Discussion of the integration of environmental considerations into strategic planning for data center needs	TC-SI-130a.3	Response to Climate Change
Data Privacy & Freedom of Expression	Description of policies and practices relating to behavioral advertising and user privacy	TC-SI-220a.1	CS (Customer Satisfaction) Initiatives
	Number of users whose information is used for secondary purposes	TC-SI-220a.2	—
	Total amount of monetary losses as a result of legal proceedings associated with user privacy	TC-SI-220a.3	Personal Information Protection and Privacy
	(1) Number of law enforcement requests for user information (2) number of users whose information was requested (3) percentage resulting in disclosure	TC-SI-220a.4	—
	List of countries where core products or services are subject to government-required monitoring, blocking, content filtering, or censoring	TC-SI-220a.5	—
Data Security	(1) Number of data breaches (2) percentage involving personally identifiable information (PII) (3) number of users affected	TC-SI-230a.1	Personal Information Protection and Privacy
	Description of approach to identifying and addressing data security risks, including use of third-party cybersecurity standards	TC-SI-230a.2	Information Security and Cyber Security Personal Information Protection and Privacy
Recruiting & Managing a Global, Diverse & Skilled Workforce	Percentage of employees that are (1) foreign nationals and (2) located offshore	TC-SI-330a.1	Data Collection
	Employee engagement as a percentage	TC-SI-330a.2	Priority Management Themes from an ESG Perspective — Materiality Inclusion and Diversity Human Resources Development and Training Data Collection
	Percentage of gender and racial/ethnic group representation for (1) management, (2) technical staff, and (3) all other employees ⁷	TC-SI-330a.2	Data Collection
Intellectual Property Protection & Competitive Behavior	Total amount of monetary losses as a result of legal proceedings associated with anti competitive behavior regulations ⁸	TC-SI-520a.1	Compliance and Risk Management Promoting Fair Commercial Transactions
Managing Systemic Risks from Technology Disruptions	Number of (1) performance issues and (2) service disruptions; (3) total customer downtime	TC-SI-550a.1	—
	Description of business continuity risks related to disruptions of operations	TC-SI-550a.2	Business Continuity

Activity Metrics

ACTIVITY METRIC	CODE	CORRESPONDING PAGE
(1) Number of licenses or subscriptions (2) percentage cloud based	TC-SI-000.A	—
(1) Data processing capacity (2) percentage outsourced	TC-SI-000.B	—
(1) Amount of data storage (2) percentage outsourced	TC-SI-000.C	—